# National Initiative for Cybersecurity Education (NICE) Working Group

# Workforce Management

**Revising Job Descriptions**Project Team Lead(s): Susie Cone, Consultant and Karen Jensen, Saaby Consultants

## Project Team Purpose

It is difficult for job seekers and hiring managers to align interest. Good candidates are overlooked if they lack a required skill or certification. Hiring managers can’t fill jobs in a timely fashion because they are seeking “unicorns”.

## Project Team Objectives

By aligning position descriptions to the NICE Cybersecurity Workforce Framework (the Framework), organizations can speed hiring and better define their career pathways. 2. By improving job description language and removing unnecessary requirements, organizations can increase the number of job applicants. 3. Increased awareness and use of the Framework-related resources will help organizations increase adoption of the Framework by making the process easier to engage in. In addition, we intend to stay committed to maintaining consistency in the "language of cybersecurity" across workforce platforms of private industry (SOC codes), military classifications (MOC codes), and federal (OPM) job descriptions.

## Project Team Deliverables

* A report with samples of suggested position descriptions.
* Examples of current job descriptions and areas for improvement identified.
* A guide with step-by-step instructions for any organization to adopt the NICE Framework.
* Identify organizations within federal government and industry to present the recommendations to.
* Propose other forms of distribution and sharing to increase awareness, acceptance and adoption of the NICE Framework and related recommendations.